

Frequently Asked Questions
Occupational Medicine Services at Fermilab
January 9, 2014

Beginning on Monday, Jan. 13, 2014, Medical Office services at Fermilab will be provided by a contracted occupational health provider, U.S. HealthWorks Medical Group.

1. Will the services be the same?

Yes, U.S. HealthWorks will continue to offer the same occupational health-related services that are currently offered.

2. Will they be located in the same place?

Yes, U.S. HealthWorks will be located in the same Medical Office space on the ground floor of Wilson Hall.

3. Will there be a doctor and a nurse like there is now?

Staff will include a full-time physician assistant, a full-time registered nurse, a part-time medical director/occupational health physician and a full-time medical assistant.

4. What are the office hours?

The office will be open and fully staffed Monday through Friday from 7 a.m. until 4:30 p.m. (current office hours are 7 a.m. until 3:30 p.m.).

5. Who is U.S. HealthWorks?

Based in Valencia, California, U.S. HealthWorks Medical Group was founded in 1995. With over 200 locations in 19 states, and more than 2,700 employees including approximately 800 medical providers – U.S. HealthWorks centers serve more than 13,000 patients each day throughout the country.

6. Why should I trust an outside contractor?

U.S. HealthWorks Medical Group has the expertise and experience to provide effective, dependable worksite services including injury care and return to work management, medical surveillance administration and exams for OSHA 29 CFR 1910 compliance, and wellness programs.

7. What about the privacy of my medical records?

Fermi Research Alliance, LLC is not a covered entity as defined by the Health Insurance Portability and Accountability Act (HIPAA). Employee medical records are considered Laboratory records and are maintained in protected, segregated files in accordance with Laboratory policies on business records retention and federal and state laws governing records retention for federal contractors.

Fermi Research Alliance, LLC, respects the confidentiality of employee medical records and has classified employee medical records as a class II – Protected Personally Identifiable Information. Thus, Protected PPII protocols will be followed in administrative activities undertaken by assigned personnel when they involve any of the following circumstances: health information privacy, health information security and health information electronic transmission.

8. What if I want a copy of my record?

Make the request to the Medical Office and complete the appropriate release form.

9. What services specifically will be provided in the Medical Office?

U.S. HealthWorks will administer the day-to-day operations in accordance with FESHM 5310 Occupational Medicine, and the Fermilab Personnel Policies, under the direction of the Director of ESH&Q. Their duties will include:

- Conduct Pre-employment, Fire Fighter, Fitness for Duty, Worker Qualification/Re-qualification, Return to Work, and Terminations Physicals.
- Administer the Random Drug Screening Program following the Fermilab Drug Policy for selected work groups.
- Provide emergency medical care for employees, subcontractors and visitors, as required.
- Treat uncomplicated occupational injuries or illness, and refer more complicated cases to outside medical facilities. Should non-occupational conditions be encountered in the course of the conduct of examinations, notify employees of these observations and advise them to contact their personal physician for treatment.
- Conduct on-site phlebotomy and other clinical testing for required personnel.
- Within the ESH&Q Section, work in concert with Fermilab Workforce Development and Resources Section (WDRS), to administer the Worker Compensation Case Management Program, the Family Medical Leave Program and the Fermilab Modified Duty Program.
- Administer the medical surveillance portion of the Laser Safety Program, including the conduct of Laser Eye Examinations.

- Administer the Blood Born Pathogen and Infectious Disease Control Program.
- Work in concert with the Fermilab Industrial Hygienists in the administration of the Hearing Conservation Program.
- Work in concert with the Fermilab Industrial Hygienists and the field ES&H organizations to administer the surveillance programs as listed below:
 - Asbestos worker (29 CFR 1910.1001)
 - Beryllium worker (10 CFR 850)
 - Beryllium- voluntary screening
 - Hearing conservation (ACGIH (2005) & 29 CFR 1910.95)
 - Laser vision evaluation (10 CFR 851 ANSI Z136.1-2000)

10.If I hurt myself at work, what do I do?

If you hurt yourself while at work, it is most likely an occupational injury, so you should go to the Medical Office. Make sure your supervisor is aware of your situation.

If you are unsure if you hurt yourself at work or not, go to the Medical Office for an evaluation that will help determine if it is work-related. If it may be work-related, they will treat you. If they determine it is most likely not work-related, they will tell you to go back to work if you feel you are able to safely and effectively perform your job, or to see a physician if you do not feel you can safely/effectively perform your job. You should make sure your supervisor is aware of your situation.

11.If I start feeling unwell at work, can I go to the Medical Office to discuss my symptoms or have my temperature taken?

If you are unsure if your illness or injury is work-related, go to the Medical Office for an evaluation to determine if it is work-related. If it may be work-related, you will be treated. If it is not work-related, you can return to work if you feel you are able to safely and effectively perform your job; or you can see a physician if you do not feel you can safely/effectively perform your job. You should make sure your supervisor is aware of your situation.

12.If I get injured while exercising on-site at lunch (e.g., twisted ankle, scrapes from falling off of bike), can I go to the Medical Office for first aid treatment?

No. You should see a physician if you do not feel well enough to perform your job safely and/or effectively, and notify your supervisor of your situation.

13.If I have a headache, can I get an over-the-counter pain reliever at the

Medical Office? Can I get a bandage?

You will not be able to obtain over-the-counter pain relievers or bandages in the Medical Office.

14. Will medical still address health issues related to travel?

Yes, if the travel is business-related.

15. I live in Village housing; can I contact the Medical Office if I am feeling ill?

If you are unsure if your illness or injury is work-related, go to the Medical Office for an evaluation to determine if it is work-related. If it may be work-related, you will be treated. If it is not work-related, you can return to work if you feel you are able to safely and effectively perform your job. Or, you can see a physician if you do not feel you can safely/effectively perform your job. You should make sure your supervisor is aware of your situation.

If your injury/illness is not work-related, you should see a physician if it merits that, not the Fermilab Medical Office.

16. How is a Work Activity Analysis Form (WAAF) handled?

The Medical Office will continue to complete WAAFs, and a physical will be required only if it is needed due to the job function.

17. Can I schedule my annual wellness physical in the Fermilab Medical Office?

No, all of Fermilab's healthcare plans have covered preventive care, which includes an annual physical with no copayment when provided by a network primary care physician.